

From: (b) (6) CIV (b) (6) Front Office
To: [Lutterloh, Scott W SES ASN, \(M&RA\)](#)
Subject: RE: USA Today 13 April Diversity Article RTQ
Date: Tuesday, April 19, 2016 12:10:00
Attachments: [Diversity RTQ.combined edits 13-FINAL.docx](#)
[Diversity RTQv5 \(b\) \(6\) 18 APR2.docx](#)

Sir,

The first document is what OJAG provided, tone a little tough. The second document is what we are recommending..

v/r

(b) (6)

(b) (6), CDP
(b) (6)
(b) (6), Diversity and Inclusion Management Department of the Navy
(b) (6)

~"Diversity is Being Invited to the Party; Inclusion is Being Asked to Dance."
By Verna Myers

-----Original Message-----

From: Lutterloh, Scott W SES ASN, (M&RA)
Sent: Tuesday, April 19, 2016 12:04 PM
To: (b) (6) CIV (b) (6) Front Office
Subject: RE: USA Today 13 April Diversity Article RTQ

(b) (6),

Please send the RTQs in their current state while you continue to press your plan.

Thank you.

Scott

-----Original Message-----

From: (b) (6) CIV (b) (6) Front Office
Sent: Tuesday, April 19, 2016 12:01 PM
To: Lutterloh, Scott W SES ASN, (M&RA)
Subject: RE: USA Today 13 April Diversity Article RTQ

Mr Lutterloh,

Have chopped on the document once again, but would feel comfortable if Bob took a look at it prior to you receiving it. He is out of the office today at a GC offsite. According to (b) (6), he probably won't be able to break away to review. He returns to the office on tomorrow. Will pulse him on this tomorrow, accordingly...

v/r

(b) (6)

(b) (6), CDP
(b) (6)
(b) (6) Diversity and Inclusion Management Department of the Navy
(b) (6)

~"Diversity is Being Invited to the Party; Inclusion is Being Asked to Dance."
By Verna Myers

-----Original Message-----

From: (b) (6) CIV (b) (6) Front Office
Sent: Monday, April 18, 2016 5:13 PM
To: Lutterloh, Scott W SES ASN, (M&RA)
Subject: RE: USA Today 13 April Diversity Article RTQ

Mr Lutterloh,

(b) (6) and I reviewed the OJAG's comments and sent to Bob Woods to review and comment before we provide you with our final recommendation. He unfortunately has departed for the day.

v/r

(b) (6)

(b) (6), CDP
(b) (6)
(b) (6) Diversity and Inclusion Management Department of the Navy
(b) (6)

~"Diversity is Being Invited to the Party; Inclusion is Being Asked to Dance."
By Verna Myers

-----Original Message-----

From: Lutterloh, Scott W SES ASN, (M&RA)
Sent: Monday, April 18, 2016 12:26 PM
To: (b) (6) CIV (b) (6) Front Office
Subject: RE: USA Today 13 April Diversity Article RTQ

Yes. Have your objectives for action. Will coordinate with Sec Parker on them.

Provide telework agreement to (b) (6) to pass to me.

Thank you,

Scott

33. Pentagon Proposes Ways To Diversify Military's Mostly White Leadership
Ideas include identifying minority candidates for prestigious jobs
(WASHINGTON POST 18 APR 16) ... Dan Lamothe

Since President Obama took office in 2009, his administration has pushed through a series of changes in the Defense Department that have made the U.S. military more inclusive. Among them, the Pentagon repealed the controversial "don't ask, don't tell" policy that banned gay people from openly serving in the military, opened all combat jobs to

women and is expected to begin letting transgender service members serve openly this year.

But one issue has been lagging: racial diversity. While the military "has probably done as good of a job as any institution in our society" in integrating and bringing a diverse range of people into its ranks, Obama said last week, its most senior ranks are "less and less reflective" of society and those who serve in the military.

A new proposal circulating in the Pentagon may address that. USA Today reported Wednesday that one new proposal the Pentagon is weighing calls for the services to consider minority candidates for prestigious jobs like aide-de-camp and military assistant that frequently serve as a stepping stone to promotions. It would have some similarities to the NFL's "Rooney Rule," which requires teams to interview minority candidates for head coaching and senior football operation jobs.

USA Today reported that the Navy has raised concerns that adopting something similar could lead to litigation. The services must report to Defense Secretary Ashton B. Carter by May on how they would adopt the proposed rule into their diversity policies.

More than 20 years after Army Gen. Colin L. Powell retired from the military as the first black officer to serve as chairman of the Joint Chiefs of Staff, no Hispanic, black officer or woman has since served as a service chief.

Of the current members of the Joint Chiefs of Staff, only one could potentially identify himself as a minority - and even that is complicated. Air Force Gen. Paul J. Selva, who became vice chairman of the Joint Chiefs last July, is the son of a Portuguese air force officer who immigrated to the United States and settled in Missouri, the general's father, Domingos Trindade Selva, said in an interview last year. But Portuguese Americans frequently are not considered minorities, and advocacy groups representing them asked the Census Bureau not to identify them as Hispanic, according to a 2014 Census Bureau report.

Among current combatant commanders, who each oversee operations in a specific geographic region or specialty, there's a bit more diversity. The retiring chief of U.S. Central Command, Army Gen. Lloyd Austin, was the first black officer to hold that position. Another black officer, Adm. Cecil Haney, has led U.S. Strategic Command since 2013, and the officer leading U.S. Pacific Command, Adm. Harry Harris Jr., is Japanese American.

Air Force Gen. Lori Robinson also was recently nominated to take over U.S. Northern Command and the North American Aerospace Defense Command (NORAD), which would make her the first woman to ever run a combatant command.

Obama, speaking at the University of Chicago, said last week that he had a "really interesting conversation" recently while meeting with the Joint Chiefs and combatant commanders about what is occurring. It's unclear, he noted, how much of the lack of diversity is due to young black, Hispanic and female officers is due to their immediate superior not mentoring them or them being steered into positions that are less likely to lead to advancement.

"If a lot of those folks are going in as enlisted men and women, because that's the opportunity that was presented to them and nobody told them they could apply to West Point, what are we doing to find outstanding enlisteds, and saying, you'd make a good officer and we're going to groom you?" Obama said.

The president said that discussions like that are "not as satisfying" as appointing a specific person to fill an opening, but can lead to broad-based change.

"That's something that I really care deeply about because, just as is true in the military, it's true generally," Obama said. "Look, our society is changing. You cannot have a successful America if we are leaving out big chunks of the population from opportunity and leadership. It just doesn't work."

<https://www.washingtonpost.com/news/checkpoint/wp/2016/04/14/obamas-top-generals-are-mostly-white-men-could-the-system-picking-them-change/>

-----Original Message-----

From: (b) (6) (b) (6) CIV (b) (6) Front Office

Sent: Monday, April 18, 2016 12:23 PM

To: Lutterloh, Scott W SES ASN, (M&RA)

Subject: RE: USA Today 13 April Diversity Article RTQ

No sir, will check it out...thanks..

v/r

(b) (6)

(b) (6), CDP
(b) (6)
(b) (6), Diversity and Inclusion Management Department of the Navy
(b) (6)

~"Diversity is Being Invited to the Party; Inclusion is Being Asked to Dance."
By Verna Myers

-----Original Message-----

From: Lutterloh, Scott W SES ASN, (M&RA)
Sent: Monday, April 18, 2016 12:21 PM
To: (b) (6) CIV (b) (6), Front Office
Subject: RE: USA Today 13 April Diversity Article RTQ

Thank you, (b) (6) .

Have you seen the related article in WaPo?

Scott

-----Original Message-----

From: (b) (6) (b) (6) CIV (b) (6) Front Office
Sent: Monday, April 18, 2016 12:17 PM
To: Lutterloh, Scott W SES ASN, (M&RA)
Subject: RE: USA Today 13 April Diversity Article RTQ

Sir,

Still waiting on OJAG 13, VADM Crawford's reviews. (b) (6) plans to follow up within the hour with his staff, (b) (6) .

v/r

(b) (6)

(b) (6), CDP
(b) (6)
(b) (6), Diversity and Inclusion Management Department of the Navy
(b) (6)

~"Diversity is Being Invited to the Party; Inclusion is Being Asked to Dance."
By Verna Myers

-----Original Message-----

From: (b) (6) CIV (b) (6) Front Office
Sent: Friday, April 15, 2016 3:29 PM
To: Lutterloh, Scott W SES ASN, (M&RA)
Subject: FW: USA Today 13 April Diversity Article RTQ

Sir,

The latest on the FAQs. According to (b) (6), the last chop will be with OJAG who is projected to provide their comments on Monday. OJAG Code 13 requested extension to allow VADM Crawford an opportunity to review

since he was involved in the process. Once received she will send them directly to you.

v/r

(b) (6)

(b) (6), CDP
(b) (6)
Diversity and Inclusion Management
Department of the Navy
(b) (6)

-----Original Message-----

From: (b) (6) LT CHINFO, OI-6
Sent: Friday, April 15, 2016 3:11 PM
To: (b) (6) CIV (b) (6) Front Office; (b) (6)
(b) (6); (b) (6) CIV
ASN(M&RA); Woods, Robert L SES ASN (M&RA), AGC
Subject: RE: USA Today 13 April Diversity Article RTQ

Ma'am,

OJAG will submit their comments Monday and then I will forward to the front office for approval. Thanks to everyone for their work on this!

Very respectfully,

(b) (6)

-----Original Message-----

From: (b) (6) CIV (b) (6) Front Office
Sent: Friday, April 15, 2016 2:59 PM
To: (b) (6) SAML; (b) (6) LT CHINFO, OI-6; (b) (6)
(b) (6) EA; (b) (6) LCDR CHINFO, OI-3; (b) (6) CIV
(b) (6); Woods, Robert L SES ASN (M&RA), AGC
Subject: RE: USA Today 13 April Diversity Article RTQ

(b) (6),

Concur with (b) (6) recommendations. (b) (5). Use this as my final inputs. Based upon this, once corrected ready to go to front office, correct?

Vr

(b) (6)

(b) (6), CDP
(b) (6) Diversity and Inclusion Management
Department of the Navy
(b) (6)

-----Original Message-----

From: (b) (6)
Sent: Friday, April 15, 2016 2:52 PM
To: (b) (6) LT CHINFO, OI-6; (b) (6) CIV (b) (6) Front Office; (b) (6)
Cc: (b) (6); (b) (6) LCDR CHINFO, OI-3; (b) (6) D. CIV
(b) (6); Woods, Robert L SES ASN (M&RA), AGC
Subject: RE: USA Today 13 April Diversity Article RTQ

(b) (6),

Please see the attached that has been approved by Mr. Woods. I believe (b) (6) will send you an edited version that touches on other parts of the RTQs via SEPCOR. Thank you.

V/r,

(b) (6)

(b) (6)

-----Original Message-----

From: (b) (6) LT CHINFO, OI-6
Sent: Friday, April 15, 2016 11:18 AM
To: (b) (6); (b) (6) Front Office; (b) (6)
Cc: (b) (6); (b) (6) LCDR CHINFO, OI-3
Subject: USA Today 13 April Diversity Article RTQ

Team,

(b) (5), (b) (6)

(b) (6)

(b) (6)

(b) (6)